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MEMORANDUM FOR: Personnel Director

10 June 1953

FROM : Chief, Personnel Procurement Division

Subject : Report on European Recruitment Trip,
17 April to 30 May 1953

1. Now that the annual European recruitment trip is completed, I have added up the sum total of my impressions about it, which I set forth herewith in outline form, point by point:

(a) I think that this year's trip was a profitable one. For the first time coverage was extended from the countries normally visited [redacted] to the East, including [redacted]. Plans to visit [redacted] were cancelled at the last minute due to an earlier completion of the studies of my prospects than had been anticipated. Another year I believe we should again visit the countries mentioned above, with the inclusion [redacted] as well, in order to capitalize on groundwork and experience gained this year.

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(b) In total numbers, this year's crop of interviews conducted (49) was slightly smaller than 1952 (57) though I have reason to believe that the percentage of recommended cases and eventual placements will be significantly higher, due to previous experience reflected in more thorough screening of files in this country. Interviewed abroad this year were 43 JOT prospects, 2 Contract Agent prospects and 4 State Department RIFs. Recommended were 19 JOT prospects, 1 CA and 3 State Department prospects.

(c) Mechanically as well as substantively the trip was successful. With two previous years to profit from, interview arrangements, correspondence, cable procedures, vouchering, exit briefings from geographic divisions in Washington - all went off with relative smoothness. [redacted]

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- (d) Among the JOT prospects, I found a generally more mature group of candidates from the

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thinking, but for purposes of the OCS phase of the JOT Program, they were more than adequate, and some of those I interviewed were brilliant lads indeed, and with the seasoning of several years in the service should be sound assets for CIA.

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- (e) Wherever I made mention of the Career Service Program overseas when talking with CIA employees, I encountered intense interest on their part, but uniformly inadequate information about what the CSP was, what it was trying to do and when it would leak into their area. The most extreme case of lack of information about the identity and workings of the CSP came [redacted] then on tour of foreign stations in connection with finance matters, called on me to address the assembled employees of the [redacted] about the Career Service Program at the conclusion of his remarks to the group. From the start of my talk I realized that I was using terms with which they were completely unfamiliar. They were completely in the dark about the fact that the program existed. When I casually mentioned the PER (Personnel Evaluation Report) everyone looked blank, and I was told that they were still using the old OSC Agent Evaluation Sheet which is not even shown to or discussed with the person on whom the supervisor is reporting. Unfortunately, I had no literature to dispense, nor was I completely informed on all aspects of the operation of CSP, but I did my best to explain what it was, on what principles it was founded, and what hopes we in Washington had for its eventual success. A question and answer period of about

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fifteen minutes followed, and I again tried to explain what I knew of the program as best I could. From then until I left [REDACTED] I encountered more questions and general optimism from the people I talked to about the Program, together with a hope on their part that information about it would soon reach the field.

- (f) In view of what I believe the potential of this annual trip to be, I should like to recommend that next year the coverage be broadened functionally to sample from other groups of international scholars. I have made preliminary moves in this direction, requesting information on foundations and private institutions offering scholarships for study abroad, and will report my findings to you as the matter develops further. Many excellent prospects go abroad each year under auspices other than those we have been tapping, and if we are to make the trip we might as well cover the entire field if this proves feasible.
- (g) After making the trip myself this year, I agree with your feeling that the same person ought to do this from one year to the next in order to provide the continuity of relationship with sources and with operating personnel of the Agency abroad that is so desirable. I learned many shortcuts this year that would enable me to make a second journey in about a third less time again with comparable results.

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cc: AD/P
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